

TITLE: Superintendent Annual Evaluation**POLICY:**

The Board believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the System with the best possible leadership.

- (1) The Board shall annually evaluate the performance of the Superintendent. Such evaluation shall include:
 - A. the progress toward the educational goals of the System;
 - B. the working relationship between the Board and the Superintendent.

- (2) Such evaluation will be based on defined quality expectations developed by the Board for each **crit**erion being assessed.

- (3) The Board shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted.

Such methods may include:

 - A. the Superintendent's own self-analysis of the current status of the System;
 - B. the active participation of each Board member;
 - C. a compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
 - D. evaluation interviews between the Board and Superintendent;

- (4) As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to:
 - A. determine whether to continue or extend the Superintendent's contract;
 - B. review the Superintendent's salary;
 - C. identify strengths and weaknesses in the operation of the System and determine means by which weaknesses can be reduced and strengths are maintained;
 - D. establish specific objectives, the achievement of which will advance the System toward its goals.

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SPECIFIC AUTHORITY: Sections 1002.33(16)(7); 1012.34; Florida Statutes
Rule 6A-1.0502, Florida Administrative Code

ADOPTED: XX/XX/XXXX